

Health Workforce Diversity Network Goals – Updated 1/28/03

Under the leadership of Judith Huntington, Executive Director of the Washington State Nurses Association, and Dr. Charles Weatherby, pediatrician and Washington State Medical Association representative, the **Health Workforce Diversity Network** plans to follow up on the Board's recommendations to:

1. Coordinate efforts to improve health workforce diversity

- Create a clearinghouse for different groups' efforts to diversity the health workforce, housed jointly with the Washington State Medical Association and the Washington State Nursing Association, and linked to the SBOH web site. This clearinghouse might include information on health care workforce resources such as the WSHA report "Who Will Care For You," the latest HECB report on diversity in higher education, and other work.
- Identify additional resources needed, missing areas of work, additional organizations, individuals, collaborations, and partnerships that might improve efforts.

➤ Update:

A clearinghouse site is needed, with links to reports, articles, grant information, cutting edge issues, best practices, local and national organizations. It would provide a contact point and maintain continuity for ongoing workforce diversity efforts.

2. A. Enumerate the composition of the health workforce

- Encourage associations of health professionals to collect and disseminate the ethnic and racial composition of their Washington memberships (including physicians, nurses, dentists, pharmacists, mental health workers, health educators, environmental health workers, public health nurses, and others).

➤ Update:

1. The network has recommended that the Department of Health licensing programs collect race and ethnicity data using a voluntary survey sent to the professionals they license.
2. The network has also recommended that all health workforce enumeration efforts collect race and ethnicity data, and follow OFM's race and ethnicity data collection standards. The OFM standards are available at <http://www.ofm.wa.gov/pop/race/racerecommendations.pdf>.

B. Develop and compile a health workforce diversity report card that assesses the diversity of the health workforce

- The report card should include high school, two- and four-year college graduation rates by race and ethnicity; and professional school enrollment, newly licensed practitioners and total practicing health providers by race and ethnicity.

➤ Update:

A system is needed to track people throughout their education and health careers, in order to assess the health workforce. OSPI has a student identification number project underway.

3. Review, refine, and promote the use of health career development programs

- Identify successful programs or models at early education, middle and high school, and higher education
- What components make them successful? (i.e. recruitment, access, retention, mentoring, and other issues)
- How can we promote these programs?

➤ Update:

The network's Health Career Pathway Committee is developing an online survey of programs that recruit and prepare people for health careers. A primary goal of the survey is to identify gaps in health career pathways by region. Another goal is to facilitate communication among health career programs, to exchange best practices, improve articulation between programs, and more.

4. Pursue public and private funds to expand existing diversity efforts

- What are some funding sources for programs that promote workforce diversity?
- What role should this group play?

➤ Update:

The network's "Show me the money" Committee is developing proposals to fund efforts to diversity the health workforce. The committee will use information from the health career pathway survey to develop proposals that fund programs filling gaps in health career pathways.

5. Report back to the Board by summer 2003 on the status of efforts to diversify Washington's health workforce.